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Joint Action Health Workforce
Planning and Forecasting

NEWSLETTER

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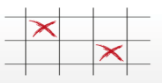
Latest events held under the auspices of the Joint Action.



Joint Action 3rd conference and Closure event

All partners are invited to this major JA event.

EVENTS



Upcoming Events

Find out which Joint Action upcoming events interest you by consulting our events calendar.



Joint Action Conference on Planning & Educating Health Workforce without borders

**18th – 19th February 2016
in Varna**

**Read more on the event in
this issue of the newsletter**

PROGRAMME

MANAGER'S WORDS

Dear Partners of the Joint Action on Health Workforce Planning & Forecasting,

Lots of things are happening around the world, and many of us are trying to ensure its future in various fields of action. Enthusiasm and conviction that dialogue, research and projects could bring us where it is safe and equitable to live in healthy conditions drives many projects, and ours as well.

The Joint Action on Health Workforce Planning & Forecasting is progressing towards its conclusion. Most deliverables of the Joint Action are at their final stages. Their presentation is the most exciting part of the project. We are happy to share this moment and provide you with some major studies and policy proposals, among which are the recent OECD studies, EU supported projects, various initiatives conducted by Partners, and most of all the WHO HRH developments.

Our next and final events are the 3rd Joint Action Conference, organized in Varna, Bulgaria, on the 18th and 19th of February, and the Closure Event and ultimate Plenary Assembly, scheduled on the 3rd and 4th of May 2016 in Belgium. We are currently building very exciting programmes for each event, turning to the deliverables we produced, while exploring perspective of further implementation and development. After the growing successes of previous editions in Bratislava, Rome & Madrid, we count on your attendance and support with early registration through our new website.

Though there are seven more months of Joint Action, with WP4 and WP6 having already circulated proposals of all their upcoming deliverables, and while WP5 is running ambitious pilot projects to implement their masterpiece handbook, it is now over to WP7 to soon circulate draft policy and technical recommendations as well as a business plan for the future, including a network of experts.

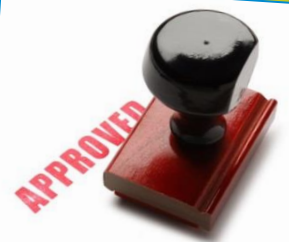
The sustainability of health systems and their priceless human resources are hot topics that must be put further into the spotlight. During the coming months we shall move to a final delivery of the Joint Action and to a set of synchrony proposals, the broader context of international studies and strategies. Doing so, we will ensure the future of this common work.

Eng. Michel Van Hoegaerden
Programme Manager of the
Joint Action Health Workforce
Planning and Forecasting

NEW WEBSITE IN PLACE

www.healthworkforce.eu

<http://www>



As you have surely noticed, **new Joint Action website** is now fully operational.

This website has been designed in line with a set of functional and technical requirements that are based on the partners survey conducted in 2014. The website was **officially approved by the Executive Board** of the Joint Action on October 30th 2015. All of the information and data from our weebly website have been carefully migrated. With a fresh look and feel to the website and further exciting content we believe that the website will go to achieving the Joint Actions' important sustainability goals. Please, visit the website and explore its functionalities and content. We believe that this dissemination channel along with two webportals (currently being developed) will become powerful dissemination tool in full support of sustainability of the Joint Action.

Welcome to the pages of the EU Joint Action on Health Workforce Planning & Forecasting

This Joint Action aims to improve the capacity for health workforce planning and forecasting by supporting European collaboration



Handbook on HWF Planning Methodologies

A collection of good practices and theoretical examination of the HWF planning across 7 EU countries.
(Interactive e-book version coming soon. In the meantime you can download PDF version.)



The Future Health Workforce

HORIZON SCANNING
Planning for the future health workforce across Europe including the skills and competences implications.
(This webportal is work in progress and will be available in the coming months.)

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- Newsletter List
 List of Experts

*required

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WP1

We are reaching the end of 2015 and WP1 team is now preparing for the start of 2016 and at the same time, the last months of our Joint Action programme. During the month of November (19th and 20th), WP1 organised both the **6th Executive Board (EB)** and a **Work package leader meeting (WPLM)** in Budapest.

6th Executive Board



During the WPLM with work package leaders (and guest attendance from CHAFAEA representative), we have pushed forward the composition of the **Final Health Workforce Guide** and developed a plan securing its delivery by the Closure event of the Joint Action.

The Executive Board was reviewing two main JA deliverables: the WP4 'Report on mobility data in the EU' (D042) and the WP6 'Report on future skills & competencies' (D062). While major progress has been recorded, some further work is still needed on both, along with the final evaluation by WP3 team. The members of the EB have approved the final WP2 Dissemination plan & Stakeholder analysis (D023). The EB approved several change requests on budget redistribution and planning updates. Another important topic was the discussion of the planning for the next months, which remains a matter of concerns. Budget-optimisation is one of the main missions of WP1 for the upcoming months. All this work should result in an ultimate change request to be submitted the CHAFAEA by end of January.

WP1 is already actively preparing the **7th EB meeting** scheduled in Bremen at the end of January. This E.B. is of major importance since many deliverables will be submitted for approval. At the same time, the E.B. members will attend the closure presentation of the findings of the German feasibility study.



WP 2



Prime objective of the past period for WP2 was to deliver a quality **Joint Action website** with all the required functionalities and an appealing look and feel to match project's spirit and values. You can visit our website at www.healthworkforce.eu to explore its content and functionalities.

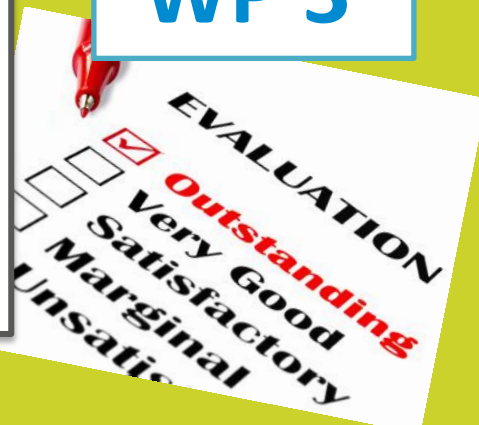
Currently we are preparing **two webportals**. The WP5 webportal will reflect the knowledge of Handbook presented in an interactive form. Besides the 3 interactive reading paths, the portal will include 5 key elements of the planning system as well as a blog on Pilot projects currently running in Portugal and Italy. The WP6 webportal will present the qualitative planning from the perspective of skills and competencies implications. Both of the portals are work in progress and are scheduled to launch in March 2016.

In the past months WP2 conducted the series of dissemination activities related to promotion of our latest approved deliverables, specifically the Report on Terminology Mapping (D041), WHO Global Code of Practice on the International Recruitment of the Health Professionals in the European Union context (as part of D042) and the Handbook on Health Workforce Planning Methodologies (D052). The dissemination activities consisted of informing broader audience and also focusing on specific target groups for each above mentioned deliverables. In the future, WP2 will continue in this trend by providing promotional support to upcoming core work packages deliverables.

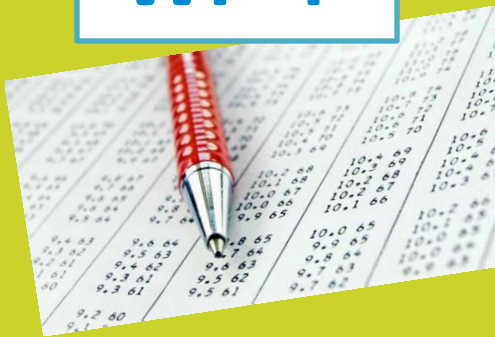
The above mentioned deliverables were fully promoted during our Knowledge Brokers webinars. The work package leaders had a chance to present the results, recommendations and outcomes of the deliverables and lead the discussions with our Knowledge Brokers on how to foster the implementation of results to national level. We would like to thank all our KBs for their valuable contributions and participations on the KBs webinars discussions.

WP3 presented the **Process Evaluation no. 3** during the Executive Board in Budapest. This Process Evaluation supported the administrative work of WP1 as conducted during the last year whilst ensuring the progress of the Joint Action for the last upcoming seven months. For these last seven months, WP3 will be busier than ever before, arranging two more Expert Reference Groups complementing the output evaluation of deliverables D042 on Mobility Data and D062 on Future Skills and Competences. During the last months of the Joint Action, from the beginning of 2016, WP3 will be concentrating both on the internal evaluation of the last remaining deliverables and on organizing Focus Groups to assess and elaborate on the outcomes of the Joint Action – and of course on the Final Evaluation Report that is due to be presented for to the Executive Board in June 2016.

WP 3



WP 4



The Report on Health Workforce Mobility Data (D042) was submitted to the Executive Board for a round of comments from work package leaders, European Commission and Chafea. Altogether 35 institutional partners have provided a very thorough feedback on this report aiming at facilitating the utilisation of mobility data in health workforce planning at national level.

WP4 team prepared the draft for the Report on Health Workforce Planning Data (D043), based on the experiences and conclusions of the June Workshop "Health workforce planning data and process gaps", organised in Budapest. This draft deliverable summarizes various issues and challenges, e.g. identifying critical points and barriers in processes leading to quality HWF Planning data.

In order to progress with the deliverables and to lead the discussions with work package partners, WP4 organised **Expert Meeting in Reykjavík** on 24th – 25th September 2015. You can read more on this meeting in the section Events.

WP5



The Handbook on Health Workforce Planning Methodologies D052, approved by the Executive Board held on March 6th 2015, written and edited by Annalisa Malgieri, Paolo Michelutti and Michel Van Hoegaerden, has been registered by Ministry of Health of the Slovak Republic receiving ISBN number. All partners that will refer to the Handbook, should quote it as follows: Malgieri, Annalisa – Michelutti, Paolo – Van Hoegaerden, Michel. 2015. Handbook on Health Workforce Planning Methodologies by EU countries [online]. Ministry of Health of the Slovak republic, 2015. p. 344, ISBN 978-80-89825-00-4 available at: <
<http://healthworkforce.eu/work-package-5/>



Pilot Projects

Portugal

On July 22nd the Portuguese Parliament approved a Law on the Registering of Health Professionals. The aim of the law is to establish a National Inventory of Health Professionals, which implementation is in due course at different levels: creating conditions for implementation with the support of the public entity in charge of informatics systems; involving the Professional Associations and the National Commission for Data Protection; involving both Private and Social Sectors (institutions and entities); establishing an Advisory board. The National Inventory will allow the monitoring and problem solving, data updating and data reporting.

The Portuguese team is also trying to measure imbalances of doctors and nurses, as the Portuguese NHS produces a large amount of information with potential interest to measure imbalances, specifically: the number of citizens without a family doctor assigned; a database on waiting times for hospital medical appointments, by hospital and type of appointment; data base on surgical procedures in all NHS institutions, that contains data production and waiting time for surgical interventions; the estimation of data on waiting times beyond clinical acceptable time for procedures.

The team is working on the forecasting tool, at the moment conceived as an Excel file, in order to convert it in a more user friendly tool, easy to update, easy to review, able to perform forecast scenarios and sensitivity analysis, able to generate outputs according to the change in the premises.

Italy

During the months of July, August and September the Italian team have developed five supply projection models differentiated for the five professions considered. The models have been officially approved by the Steering Committee and reproduced one for each of the 20 Italian Regions.

The model has been proposed as a tool in order to be used for the determination of needs of doctors, dentists, midwives, nurses and pharmacists. In fact the specific objective of Italian Pilot Project is to define the needs for next academic year 2016 – 2017, using a shared methodology. Currently the model is focused on the supply side; nevertheless also an indicator on demand side has been included. Such an indicator is connected with the dimension/evolution of the population. In order to improve such an important element, going in depth of such an aleatory aspect, a panel of experts has been organized in Rome on November 24th. Read more on this in the section Events.

WP6

WP6 have progressed and developed their **Report on Future Skills and Competences and associated policy briefs** (D062). The report tackles the issues of drivers of change related to health workforce planning and forecasting as well as skills and competencies implications. These are grouped into three main categories: Demographics, health and expectations; Healthcare and technology effects; and Health workforce supply. The material is also seeking answers to what extent are the future skills required in health workforce and what to do next to better understand future.

In addition to these WP6 have been working with the FPS team in Belgium to continue to support the report of their horizon scanning and Delphi pilot study.

As we move towards the final months of the Joint Action programme WP6 remain focused on their key deliverables, preparing these for presentation at the JA conference in Varna and Closure Event in Belgium as well as working with WP6 partners to support completion of the JA Final Guide.

HORIZON SCANNING



The main focus of the work package was on working further on the two documents – **Technical recommendations** (D073) and **Policy recommendations** (D074). All sustainable activities will be supported by the Vision paper on sustainable actions. The Vision Paper which is intended to include the main points and the most important highlights of the policy recommendations is going to be a prime chapter of the D074 Deliverable. The responses of the first Consultation Letters Round were collected and the results were consolidated, analysed and processed. Currently, WP7 is focusing on finalizing of the D072 Network of Experts and on processing the workshop conclusions. In order to collate the insights and to lead the discussion on sustainability options and challenges, WP7 held an Internal work shop in July and consequently the expert workshop on sustainability options in November. Read more on both of the Events in following section of this Newsletter.

WP7

SUSTAINABILITY



Events hosted by the Joint Action



WP4 workshop in Reykjavik

WP4 organised an **Expert Meeting in Reykjavik** on 24th – 25th September. The Consultation Meeting of National Experts "How to make data collections more supportive to systematic HWF planning at national level?" was hosted by Ministry of Welfare in Iceland. 16 participants, national level experts aimed to discuss feasible and practical recommendations, and tested the WP4 Toolkit proposed by the Hungarian Semmelweis Medical University team. The meeting proved that the WP4 Toolkit can contribute to the evaluation of currently operating HWF Planning systems and helps to identify points for improvement. Supporting documents and the agenda are fully available at <http://healthworkforce.eu/events/24-25092015-reykjavik/>.



Joint Feasibility Study Moldova and Romania

Kick off meeting of the Joint Feasibility study between Romania and Moldova has been held in Bucharest on October 6th 2015, where the majority of stakeholders were present. The goal of this feasibility study is to produce a report on the main joint challenges of the HWF planning system, with a proposal for the (further) development of a cooperative agreement between the two countries and to develop a stakeholder analysis. All of this will be done by applying the principles of the Handbook (D052 Handbook on Health Workforce Planning Methodologies), and thus testing its feasibility. During the following months, several stakeholders from both countries will be interviewed. In January, at the meeting with stakeholders, the results will be submitted and put forward for validation to the stakeholders. The presentations, as well as the meeting minutes, are available on our website .

Consultative Board of the Pilot Projects

On October 1st Italy hosted the first meeting of the **International Consultative Board of the Pilot Projects**, attended by our Programme Manager, representatives of WP4, European representatives of PGEU, CED, CPME, and Italian stakeholders representing the five professions of the Joint Action. The meeting provided a platform for thorough comparison between Italian and European stakeholders and their insights on health workforce planning challenges.



WP5 workshop in Rome

With regards to the progress and development of **Pilots project**, a panel of experts was organised in **Rome** on November 24th. Almost 20 Experts attended the meeting. The results will be the object of analysis during the months of December and January both at the national and the regional level. In particular, drivers individuated by the experts will be put in an evaluation grid in order to be synthesized in a document and sent to stakeholders involved in the pilot project, to be finally discussed and eventually validated during the last meeting of the Steering Committee that will take place in February 2016.



WP7 workshops on sustainability in Varna

An internal WP7 workshop was held on 23rd to 25th July 2015 in Varna. This productive **workshop** led to the successful finalisation of the main groups of **Recommendations** (five groups of Policy and six groups of Technical recommendations). The complementary main goal of the workshop was to build a Vision on sustainable actions and to update the Network of experts', as one of the important deliverables for the sustainability of the Joint action for HWF planning.

The workshop in July opened the way to a **workshop on sustainability options** on the 11th of November held again in Varna. The team of WP7 was privileged to welcome the participants from the main associated partners and collaborating partners as CPME, CED, PGEU, SEEHN, WHO and Joint Action WP leaders. There were two main emphases during this meeting – the first one was on the preparation of recommendations to the European Commission, and the second – on the structuring of a sustainability paper – the Vision paper. It was emphasised that for sustainable development and implementation of the results of JA, the capacity building and the development of expertise in this area are very important requirements. Full agenda and the supporting documents are available on our website <http://healthworkforce.eu/events/11112015-varna/>.



WHAT'S NEXT

3rd Joint Action Conference in Varna

The next important task for Joint Action is to organise the third **Joint Action Conference on Planning & Educating Health Workforce without borders**.

The conference will be held in Varna in **February 2016 (18th – 19th February)**. This JA event is expected to host delegates not only from all the Member States involved in the Joint Action, but also from other countries as well as representatives of professional organisations and other stakeholders. The conference aims to foster active networking and interactive encounters of Joint Action partners, stakeholders, professional organisations, decision makers and experts in the field of health workforce.

The event will focus on the following topics:

- The challenges of mobility of health professionals aims to address on issues and opportunities of the health workforce mobility in relation to the topic of education
- The effects of a changing demography on the health workforce needs will focus on continuous changes in demography, mainly on the increase of life expectancy, the structural changes of the demand for health workforce. Several country cases will shed light on various model situations
- Educating the future professionals will be presented through various future perspectives supported by horizon scanning analysis on future skills' needs via the demonstration of countries' best practices.

The event will provide an opportunity to strengthen the partnerships and networks with Joint Action's partners and health workforce stakeholders and experts as we target to host 350 attendees.

[REGISTER FOR THE CONFERENCE
HERE](#)

The deadline for registration: **January 15th 2016**. You will receive confirmation upon your registration.

All available information on logistics and current agenda are available on our website www.healthworkforce.eu

**We are looking forward to work with you during
this conference in Varna.**

Joint Action Closure Event in Belgium

Shortly after the **3rd conference of the Joint Action in Varna** (Bulgaria, February 2016), WP1 will organise the **Joint Action Closure Event** at the beginning of May. This event will take place in Belgium. The Joint Action Closure event, titled: **"Towards a sustainable health workforce for Europe"** will be jointly the 3rd and last Plenary Assembly of the Joint Action and a policy event in association with the EU Commission and the WHO. It will include the presentation of all JA results. This event should open the road for the next steps and pave the way for sustainable continuation of the efforts toward sustainable health workforce in the EU. If you have already completed your registration for the Conference in Bulgaria, please do already **save the date for the closure event in your agenda: 3rd & 4th May 2016**.

Season's Greetings & Happy New Year

On behalf of the entire Joint Action team, we would like to take the opportunity to thank you for all the work done in 2015 and we are looking forward to our further cooperation in 2016. Thank you for your efforts and dedication related to the Joint Action activities. We wish you an enjoyable holiday season and very Happy New Year. And we look forward to seeing you all at the 3rd Joint Action Conference in Varna.

UPCOMING EVENTS



JANUARY
27

BREMEN
Dissemination event Feasibility study
Germany

JANUARY
28

BREMEN
7th Executive Board

FEBRUARY
18 - 19

VARNA
3rd Joint Action Conference

MAY
3 - 4

BELGIUM
Joint Action Closure Event

Check out our website www.healthworkforce.eu